



FY03 LTC Board Analysis

Functional Area 59



FA59 FY 03 LTC Board Statistics

- Primary Zone (YG87)
 - 17 Considered
 - All officers had completed MEL4!
 - 13 Selected (76.5%)
- Above the Zone (YG86 and prior)
 - 13 Considered;
 - 11 “Seriously” Considered (i.e., completed MEL4);
 - 2 Selected (15.4% of total; 18% of “serious” officers).
- Below the Zone (YG88)
 - 12 Considered;
 - 10 “Seriously” Considered (i.e., completed MEL4); and
 - 1 Selected (8% of total; 10% of “serious” officers).

Given a number of retirements this year, FA59 had a “minimum” promote number of 15. Sixteen total were promoted suggesting we did not “benefit” from this minimum.



FA59 FY 03 LTC Board Statistics

- Recall that two officers in YG87 got selected BZ last year! Therefore, of the 19 officers originally in YG87 15 have now been selected for LTC. This is 78.9% of the total.
- Both AZ officers were previously in YG86 (one time non-select). Therefore, of the 12 @ YG86 officers that have completed MEL4 and therefore were “seriously” considered (one officer in YG had not completed CGSC), 9 have been selected for LTC. This is 75%.



Analysis

- OPMS3 (the system previously known as OPMSXXI) seems to be working well. Promotion rates are supposed to be comparable between career fields (i.e., Operations, IO, OS, and IS)...
 - The reason the Army does not commit to comparability between actual functional areas and branches (e.g., between 59s and IN or AR) is that with such small numbers the former could be easily skewed with one additional or one less selection.
- Promotion “comparison” rates are based on DOPMA averages. This is calculated by dividing the total number of officers selected for promotion in all zones (PZ, AZ, and BZ) by the number of officers in the PZ (YG87).



Comparison of Total Considered

<u>Zone of Consideration</u>	<u>Total Considered</u>	<u>Selected</u>	<u>Percent</u>	<u>ISCF Average</u>	<u>Operations Average</u>
<u>PZ</u>	17	13	76.5%	75.0%	79.6%
<u>BZ</u>	12	1	8.3	5.8%	6.5%
<u>AZ</u>	13	2	15.4%	12.7%	6.4%
<u>DOPMA Opp %</u> <u>Total Selected</u> <u>÷ PZ</u> <u>Considered</u>		16*	16/17 = 94.1%	88.8%	90.8%

* NOTE: "Minimum Selection Requirement" (see pp. 3-4 of 20 Board Memorandum) = 15



Analysis*

- **When reviewed, dissected, etc., the analysis of this board reveals what we have suspected. Selection seems to come down to two factors:**
 - **CGSC Completion.**
 - **All officers in the primary zone had completed CGSC (11/13 AZ and 10/12 BZ). This is a must. Those who are not MEL4 were not selected. Res or Non-Res attendance were not factors.**
 - **Strength of File.**
 - **As I have been suggesting in previous board “analyses,” the single most significant factor is “strength of file.” The “proxy” which seems to be the most instructive is the Ratio of Above Center of Mass (ACOM) OERs = # ACOMs/ # Total OERs);**



Analysis (Continued)

I had been suggesting that, just like the FY02 board, officers would need a minimum of 33% ACOMs (33% as necessary but not sufficient). This was accurate.

- All officers with 33% ACOMs in the PZ were selected. All those with less than 33% in the PZ were not selected. It does not get more clear.

NOTE: So as not to suggest to officers that they can get by with officers 1/3 ACOMs, I think that it is important to articulate that the FA59s selected had an average of 63% ACOMs! Again, 33% was the very lowest... Will this minimum change? Perhaps... which is why performance does matter!



Analysis (Continued)

- AZ is a bit more complex – Both officers selected did meet this 33% “minimum;” However, there were some AZ officers with >33% not selected.
- BZ is, of course, another story... given that about 10% of officers have 100% ACOMs, and a BZ selection rate less than 10%, one might assume that those selected have such a file. We had two officers with “perfect” files and only one was selected.

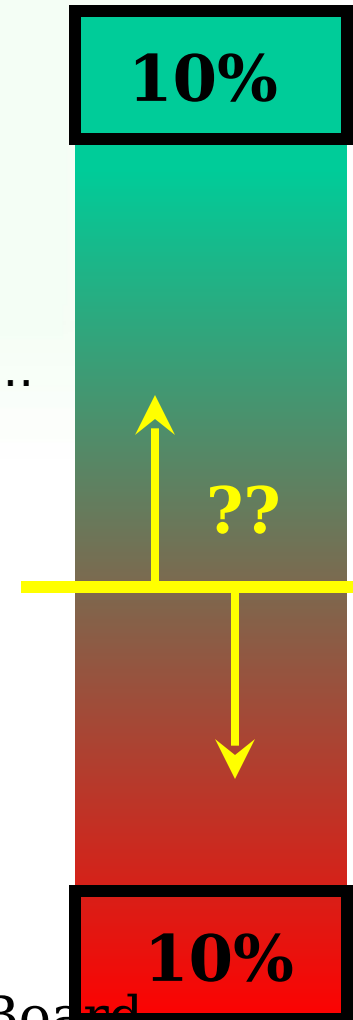


Analysis (Continued)

- Other factors. While last year's analysis included numbers regarding advanced degrees, ARSTAF/Joint time, resident and non-resident MEL4, BQ time, etc. these factors (just as was the case last year) do not seem to be a good predictor (either way) regarding selection.
- Important Caveat: Clearly the board does NOT do a simple *mathematical equation* re: top-block OERs. I know this. More things are considered (e.g., performance in BQ jobs, MEL4, joint/ ARSTAF time, more recent reports, ranks of SRs, pictures/read: fat, advanced degree, etc. etc.)...
 - Again, however, this "strength of file" analysis has been a great proxy with which one can rank an officer's relation to others. The last three board analyses suggest this factor explains 90%+ of selections/non-selections.

Analysis (Continued)

- COM reports do not kill careers
 - Approx 10% of officers have all ACOMs
 - Approx 10% of officers have all COMs
 - 80% are somewhere in between
 - Given that promotion rates for LTC and COL, the line for promotion will be “drawn” through this last group...
- Understanding PZ promotion rates you can get a pretty good sense what it takes to be promoted/selected:
 - MAJ → LTC (approx. 75%) ← 33% ACOM Min
 - LTC → COL (approx. 50%) ← 64% ACOM Avg*
 - SSC → (approx. 7%) ← Very high min/avg



*ISCF Avg for FY02 COL Board



FA59 FY02 LTC Board Analysis

- The promotion rate for FA59s was much better this year.
 - Last year we had only 7/13 (53.8% selected).
- This “improvement” is not an anomaly. The files selected this year are the same strength as last year (minimum 33% ACOMs)... we just have more of them this year than last.
- The board had to promote a “minimum” of ten FA59s and the board promoted one more than the minimum which suggests that we did not benefit from this..
- While clearly the “whole” file was assessed, there seems to be a very, very strong correlation between an officer’s manner of performance (i.e., OERs) and promotion to LTC. All other factors (e.g., Res/NR CGSC; advanced degrees, BQ time, Joint/ARSTAF time, etc,) did not seem to matter as much as how officers performed.